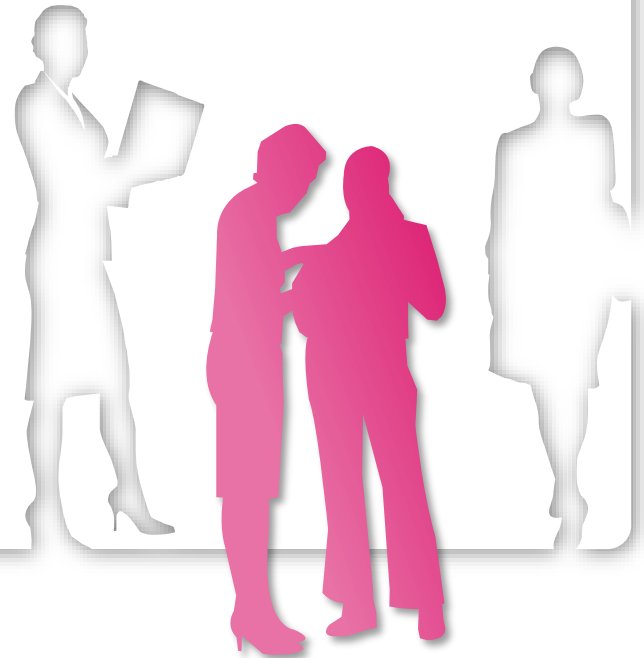


## CONTINUING PROFESSIONAL DEVELOPMENT FOR VOCATIONAL TEACHERS

**EUROPEAN TRAINING FOUNDATION**

**JULIAN STANLEY**

**ANKARA, NOVEMBER 12<sup>TH</sup> 2019**



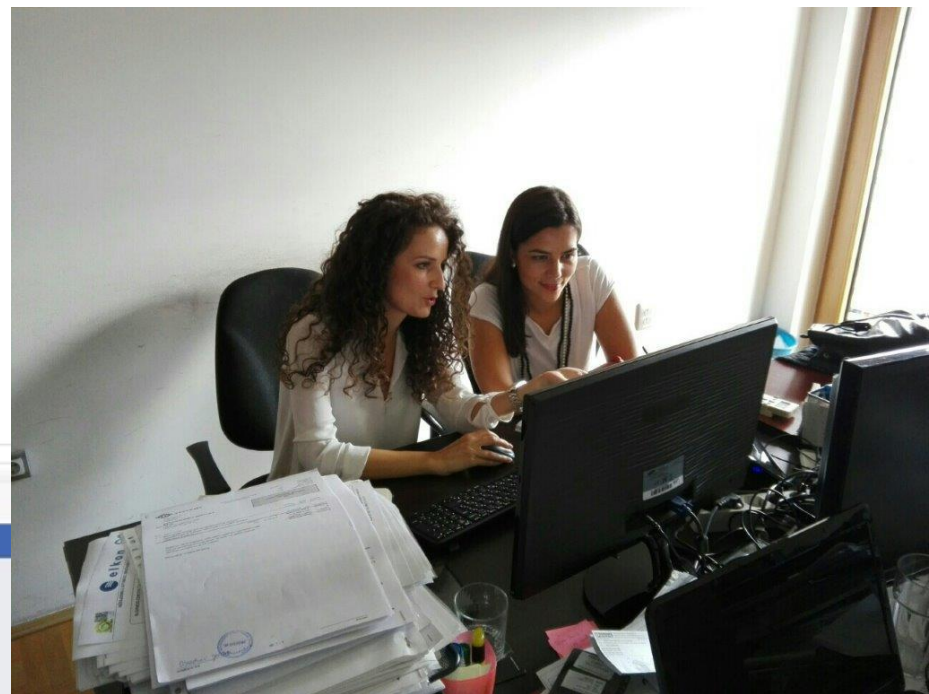
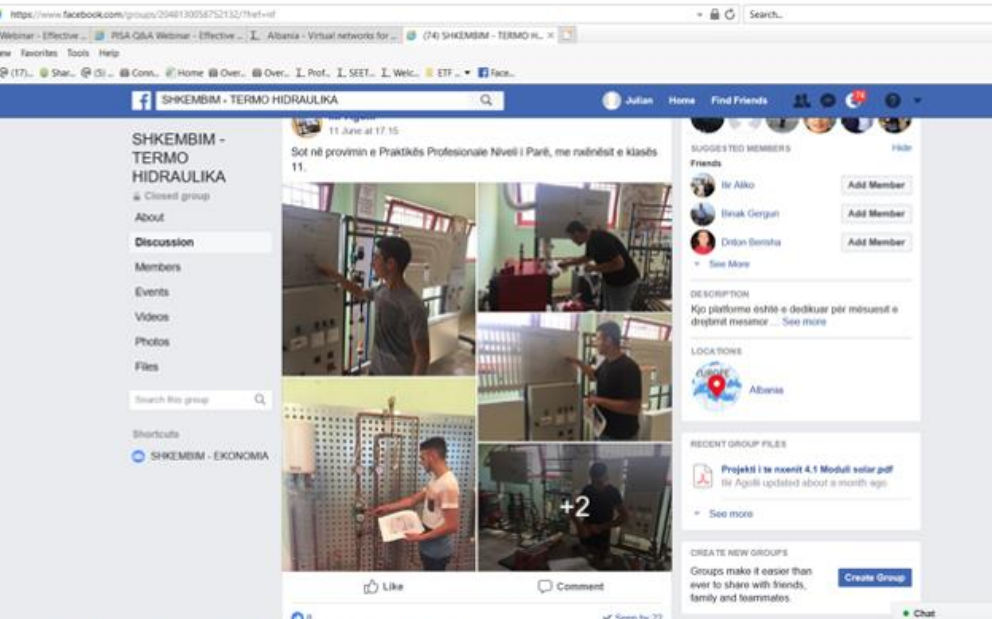
# WHY FOCUS ON TEACHERS?

- Teachers and trainers are the single most costly input in the Vocational Training system.
- Teachers and trainers are critical to the successful implementation of other reforms, for example, changes in organizations, curriculum, technology and pedagogy.
- Meta-analyses of research shows that teacher CPD raises student achievement (Hattie, 2009; Darling-Hammond 2017)



# HOW DO PROFESSIONALS LEARN?

- Actively reflecting upon practice – not only their own..
- Applying knowledge and experience to new contexts and problems
- Support by their organisations
- Emotional and tacit as well as cognitive and explicit
- Personal development, autonomy and professionalism



## PRINCIPLES THAT SHOULD GUIDE POLICY MAKERS SEEKING TO IMPROVE SYSTEMS OF CPD

- Incentivised and well-matched to needs of learners
- Job-embedded
- Critical
- Collaborative
- Ongoing and intensive
- Coherent with respect to professional and organisational goals and systems
- Evaluated
- Delivered effectively
- Consistent with social inclusion and equity.

# ETF INTERNATIONAL SURVEY OF VOCATIONAL TEACHERS 2018

1. Follow up to 2015 survey
2. Survey took place in Albania, Montenegro, Serbia, Tunisia, Algeria, Moldova, Tunisia, Belarus, Turkey & Kosovo\*
3. Surveys extended - include principals, wider issues..
4. National reporting autumn 2018 to 2019
5. Comparative international report in spring 2020

\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ opinion on the Kosovo declaration of independence. Ova oznaka ne prejudicira stavove o statusu i usklađena je sa Rezolucijom UNSCR 1244 i mišljenjem Međunarodnog suda pravde o proglašenju nezavisnosti Kosova.

# FOR FURTHER INFORMATION

VISIT OUR WEBSITE:

[WWW.ETF.EUROPA.EU](http://WWW.ETF.EUROPA.EU)

TO LEARN MORE ABOUT PROFESSIONAL DEVELOPMENT SEE OUR VIRTUAL PLATFORM AT:

[HTTPS://OPENSOURCE.ETF.EUROPA.EU/WIKIS/ETF-INTERNATIONAL-SURVEY-VOCATIONAL-TEACHERS-AND-TRAINERS](https://OPENSOURCE.ETF.EUROPA.EU/WIKIS/ETF-INTERNATIONAL-SURVEY-VOCATIONAL-TEACHERS-AND-TRAINERS)

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